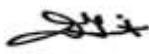


Deborah A. Gist  
Commissioner

State of Rhode Island and Providence Plantations  
**DEPARTMENT OF EDUCATION**  
Shepard Building  
255 Westminster Street  
Providence, Rhode Island 02903-3400

Enclosure 7c  
July 19, 2012

**TO: Members of the Board of Regents**

**FROM: Deborah A. Gist, Commissioner** 

**RE: Recommendation of the Terms and Conditions of the Director of the Rhode Island School for the Deaf**

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On May 15, 2012, the Board of Trustees of the Rhode Island School for the Deaf unanimously approved the appointment of Nancy Maguire Heath as the school's Director. Mrs. Heath was selected following a lengthy search for a qualified individual to meet the distinct needs of this state-supported school. Mrs. Heath is particularly qualified to serve in this capacity, bringing with her a body of experience in leading schools with populations of students who are deaf and/or hard of hearing.

The screening process for applicants for the director's role was facilitated by a trained consultant, who convened a personnel committee comprised of school staff and administrators, community leaders and a representative of RIDE.

Following the process and subsequent appointment, the terms of employment were drafted and vetted through RIDE's legal office to ensure accuracy and compliance with Rhode Island statute. Rhode Island General Law 16-26-3.1(f)(1) indicates, "the term and conditions of employment are subject to the approval of the board of regents of elementary and secondary education." These terms and conditions were shared with the Board on June 21, 2012.

The RI School for the Deaf was previously identified as a persistently-lowest achieving school, and more recently named as a priority campus. I am confident that Mrs. Heath will lead the transformation of the school with vigor and fidelity.

**Therefore, I RECOMMEND THAT the Rhode Island Board of Regents approves the terms and conditions of employment for the newly appointed Director of the Rhode Island School for the Deaf.**